

Initiative	Develop IT job descriptions to industry standards
Description	Develop and implement cost effective business systems to attract and retain requisite skills in the Information Technology arena. This will include revising the IT job classifications, updating the compensation structure, reducing or eliminating contracted IT support, developing career ladders, and forecasting and developing strategic action plans to meet future needs.
Support of Goal(s)	5. Continuous Improvement: Attracting and retaining qualified IT staff will improve the efficiency of the development and support of the state's computer applications. Reducing the reliance on contracted personnel will reduce costs to the state.
Person / agency responsible	Jeff McGill & Laura Larimer / SPD & DoIT
Other Agencies(s) Involved	State Budget Agency, all agencies with IT staff
Milestones and completion date	Presentation to HR and MIS directors – Complete Crosswalk packages due – Complete Fiscal analysis completed - Complete Decision to proceed – Complete Develop Implementation Plan – Complete Implement New Positions – Fall 2004 – In progress – On Target